



Parafed Otago - Equal Opportunities Policy (EOP) [2020]

Outline

Parafed Otago recognises that as both an employer and a volunteer supported organisation we have a role in promoting diversity in the sport sector. This policy outlines the ways in which Parafed Otago will promote diversity through our governance, management, advocacy and decision making.

Who This Applies To

The EOP applies to all Parafed Otago staff, Board, sub-committees, coaches, selectors and other volunteers who have a decision making role.

What We Will Do

Parafed Otago recognises that all people bring different skills, knowledge and experience to the workplace and sporting teams. Further Parafed Otago will seek to enhance the organisation by valuing the additional skills that can be offered to the organisation from a diverse range of people in governance, management and volunteer roles.

When making appointments our first consideration will be the applicants ability to fill the requirements of the role. We will also give consideration to the additional skills their unique circumstances can offer the position.

Where possible we will seek ways to benefit from the diversity of our volunteers. If it is not practical to place a volunteer in a role as it would place us in breach of legislation, where it would create a conflict with another Parafed Otago policy, or where it would create a Health and Safety risk, Parafed Otago will actively engage with the volunteer to find other mutually beneficial opportunities for them.

The Board of Parafed Otago will strive to involve both men and women in governance roles. When a vacancy occurs the gender balance of the Board will be a consideration if the Board is required to co-opt new or additional Board members.

What We Won't Do

Decisions on employment, engagement of volunteers, selection to positions of authority and appointments to Boards and sub-committees will not discriminate on the basis of: gender, ethnicity, age, disability, faith, sexual orientation, or political affiliation.

We will not appoint someone to a position where they would be unable to fulfil the requirements of the role. It is not in the best interests of Parafed Otago members or the applicant to appoint them to a role knowing they demonstrably do not have sufficient skills, knowledge or experience to fulfil it.

What Does Success Look Like?

Parafed Otago volunteers, employees and governance group will represent the diversity of our membership, and all people feel welcome in our organisation regardless of their personal circumstances. We will be an organisation that values people based on their contribution, actions and decisions, and not their outward appearance or personal beliefs.

Legislative Basis

This policy aims to be consistent with the requirements of these acts. Where the EOP Policy does not specifically address an equal opportunities situation the Board needs to address the intent of the relevant Act will be the guiding principle.

- Human Rights Act 1993
- Employment Relations Act 2000
- Privacy Act 1993
- Parental Leave and Protection of Employment Act 1987
- Criminal Records (Clean Slate) Act 2004
- Equal Pay Act 1972
- Disabled Person Employment Promotion Order 2002